



Kimball Camp YMCA Nature Center

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Summer and Winter Camps, Year-Round Retreat Center, Outdoor Education, Leadership Development

_____, who is being considered for employment at Kimball Camp YMCA Nature Center, has submitted your name as a reference. We would appreciate your concrete and candid impressions of the applicant. It is helpful to cite specific instances illustrating qualities. Your judgments are an important part of the application process. Your evaluation will be reviewed only by the administrative staff of Kimball Camp YMCA.

How long and under what circumstances have you known the applicant? _____

2. What personality characteristics may enhance the effectiveness of the applicant? (ie. creativity, energetic, loyal, submits to authority, flexibility, etc.) _____

3. What personality characteristics may reduce the effectiveness of the applicant? (ie. prejudice, rigidity, irritability, laziness, rebellious, etc.) _____

4. Are there any factors in the applicant's emotional, medical or social history that should be considered? If yes, please explain. _____

5. Are there any reasons that the applicant should not be placed in a position of dealing with children or minors? If yes, please state them. _____

6. Does the applicant's lifestyle reflect a commitment to the Christian faith? _____

7. Does the applicant like children? _____

8. Would you trust the applicant to care for your child as counselor, living in the cabin and supervising him/her day and night. If no, please state why not. _____

9. Would you feel comfortable having your child emulate the actions and lifestyle of the applicant? If no, please state why not. _____

Your Name _____
Address _____

Occupation _____
Phone Number (_____) _____
Best Time To Call _____

"Where Your Feet May Leave But Your Heart Never Does"

Instructions: Mark an “X” in the appropriate box below. Make comments on factors considered in arriving at your rating. All information provided on this sheet will be kept confidential.

Characteristics	Exceptional	High	Average	Low	Not Satisfactory	Comments
Adaptability in facing new situations.						
Emotional stability under pressure.						
Involvement in church, school and community.						
Leadership of others.						
Dependability in completing tasks.						
Communicates with others effectively.						
Ease of relationships with those of different backgrounds and/or beliefs.						
Quality of Christian faith and commitment.						
Relationship with authority figures.						
Relationships with peers and working as a staff team.						

To allow ample time to review this reference, please send it back to Kimball Camp YMCA Nature Center as soon as possible. If you have questions, please contact us directly at (517) 283 - 2168.

Thank you for your time.